



NATIONAL CONVENTION ON THE EUROPEAN UNION IN THE REPUBLIC OF MACEDONIA (NCEU-MK)

Third session of the Working Group II - Social policy and employment (Chapter 19)

**Topic: *Social Dialogue in the Republic of Macedonia: New Concept-Old Practices*
Skopje, 6 December 2018 (Thursday), 09:00-13:00 hours**

Communication languages: Macedonian and English
Venue: Club of MPs, St. Mitropolit - Teodosij Gologanov No. 45 (Cinema hall)

RECOMMENDATIONS

1. To increase the participation (interest) of the Government, in particular the relevant minister, in the functioning and development of social dialogue at the national level;
2. Support by the Government in the development of negotiating capacities of trade unions, but also on the other actors in the social dialogue, through the initiation of continuous joint activities;
3. Depoliticization of representative trade unions as a basis for their greater functionality and maintaining the necessary critical attitude in social dialogue;
4. There should be greater involvement (motivation) of the Organization of Employers of Macedonia (OEM) as a key actor in the social dialogue;
5. Valorization and greater support for bipartite social dialogues at enterprise level;
6. There is a real need for greater informing of the employees about their labor rights for which it is recommended to build regular communication channels (internal news, consultations in work teams, organization of public debates in local environments);
7. Drafting a code of ethical behavior for employers and employees in which, among other things, it is recommended: practicing social dialogue, developed tools for combating all types of discrimination (in the field of wages, jobs, gender equality, etc.);
8. Increasing the degree of legal protection of trade unions (as well as of individual members of the union) from the employer's arbitrariness;
9. Special trainings for the adoption of *a culture of compromise and negotiation* for actors in social dialogue;
10. Trainings on the adoption of positive practices on the mechanisms of arbitration and peaceful resolution of labor disputes;





11. Reducing the percentage (census) of representativeness of trade unions and employers' associations (at all levels) as well as liberalizing other criteria for representativeness as such;
12. Greater openness of the Economic and Social Council (ESC) with the possibility to engage in thematic discussions (task forces) and other consultative activities involving: representatives of civic associations and existing civic forums (NCEU-MK and other relevant platforms), experts, representatives of non-representative trade unions and associations of employers and other relevant stakeholders;
13. Strengthening the organizational position of the Economic and Social Council and its greater organizational autonomy (functional secretariat) and independent budget;
14. To achieve greater visibility of ESC activities by systematic updating of pieces of information, their public presentation (a separate WEB page and other communication media);
15. To ensure continuity in the harmonization of domestic labor legislation and the creation of laws that regulate vital areas (organizing trade unions, salaries) and the implementation of existing ones according to the recommendations of the ILO and the European Union;
16. Creating conditions and showing a greater interest by the relevant actors (the state) in the signing of collective agreements, especially in the public sector.

